



Ideas That Change the World

memorandum

Office of the Director

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Phone/Fax: 7-5101/Fax 7-2997
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Subject: **Nomination Process Director's
Development Program (DDP) 2004**

The purpose of this message is to announce the second round of nominations to the Director's Development Program (DDP).

My goal in creating DDP was to ensure that we prepare group-level managers* for successive leadership roles at the Laboratory. After just six months, I am delighted to be receiving very positive feedback from the first class of DDP participants. The combination of in-depth leadership assessments, mentoring, coaching, specialized curriculum, and developmental assignments is providing the focused challenges and individualized support needed to build exceptional leadership abilities.

As in the previous call, individuals self-nominate for the program by following the steps outlined on the website <http://int.lanl.gov/orgs/hr/success/>. We have improved the nomination package and the selection process. Division Leaders will now have the opportunity to contribute to the selection process. Also, since the nomination forms have changed, individuals who may have previously nominated themselves and wish to re-nominate must complete a new package.

Completed nomination packages and associated management endorsements must be received by Karen Ross, DDP Project Leader, by March 15, 2004. The Senior Executive Team will make final selections by April 23, 2004. I will announce and welcome the new class during orientation, currently scheduled for April 26, 2004.

Please contact Karen Ross, 5-0238 if you have questions regarding this program.

*For participation in the DDP, "group level management" includes current and former group leaders, deputy group leaders, and program managers. Individuals with acting assignments in these capacities will also be considered.

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